

URBAN LEAGUE OF ESSEX COUNTY

FORTY-SIXTH  
ANNUAL REPORT

January 1 - December 31

1963

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58 Jones Street

Newark, N. J.

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SECTION I: JOB DEVELOPMENT AND EMPLOYMENT

The 1963 activities of the Job Development and Employment Department of the Urban League of Essex County increased, in some operations, as much as eight-folds over the year 1962.

During the year of 1963, the League interviewed and registered 1,237 job applicants; referred 382 of them to job openings, and secured job placements for 145. The corresponding figures for 1962 were 485 registered, 67 referred, and 17 placed.

Thus, the League in 1963 interviewed and registered nearly three times as many job applicants as in 1962; referred nearly six times as many to job openings, and succeeded in securing jobs for more than eight times the number of applicants placed in 1962.

It is also significant that job applicant registrations jumped from 33 in May of 1963 to 200 in June, and from a total of 196 during the first five months of the year to a total of 1,041 for the last seven months.<sup>1/</sup>

Early in July of 1963, construction on the new Barringer High School in Newark was halted by the Board of Education when picketing and demonstrations were staged at the site by the Newark Co-ordinating Council.

The Co-ordinating Council, which is made up of ten local civil rights organizations, staged the demonstrations in protest against alleged discrimination, on the part of the building trades unions, against Negro workers.

<sup>1/</sup> See table at end of this report for complete registration, referral, and placement figures for 1963 and 1962.

At the request of Mayor Hugh J. Addonizio, of the city of Newark, the Urban League compiled two lists containing over 200 names for referral to the building trades unions.

The initial list, which contained 56 potential building trades workers, was developed from the active files of the Urban League.

The second list which was developed in conjunction with CORE (Newark-Essex Chapter) contained 147 names.

At the end of the year, 44 names from the second list had been processed through the Youth Career Development Center in Newark and referred to the building trades unions in Essex County as candidates for building trades apprenticeships.

In August of 1963, the major department stores in Newark and representatives of several civil rights organizations established the Newark Business and Industrial Co-Ordinating Committee for the purpose of expanding job opportunities for Negro and Puerto Rican workers in the Newark labor market.

The Urban League, as a member of the BICC, accepted the responsibility for recruiting, screening, and referring qualified job applicants to the job openings developed by the Jobs Available Committee of the BICC.

By the end of December 1963, the League had placed with BICC members, 52 of the 66 persons placed by the League between August 15, and December 31.

Also, during the course of its 1963 operations, the Job Development and Employment staff of the League made 500 person-to-person contacts with approximately 250 employers for the purpose of developing expanded job opportunities. These contacts ranged from short conferences of a half hour or less to plant visitations, tours, and work flow inspections covering several days.

Finally, as a result of its 1963 operations, the staff of the Job Development and Employment Department of the League has concluded that in its immediate future operations the League must initiate a vigorous selective recruitment campaign in order to bring into closer relationship the results of its registration, referral, and placement activities.

SECTION II: SKILLS BANK

In June of 1963, the Executive Director of the Agency conceived, planned, and developed a prospectus for a Skills Bank project to be conducted by the Urban League of Essex County over a three year period.

Between June and September, the Executive Director prepared the text of this Skills Bank proposal and presented it to the Victoria Foundation with a request for funding.

In October of 1963, the Urban League was notified by the Victoria Foundation that the requested \$36,000 to carry out the Skills Bank project had been granted and would be paid to the League at the rate of \$12,000 per year for the next three years, provided satisfactory achievement was shown each year.

During the last quarter of the year, therefore, the Executive Director spent a significant portion of his time developing preliminary procedures designed to assure the success of the project.

It is anticipated that during the first fiscal year of the project, October 15, 1963 to October 15, 1964, an inventory of the skills of at least 2,500 non-white workers will have been recorded, analysed, classified, and registered in an active file.

In addition to the inventoring of the skills of these 2,500 workers, this file will be used to fill current job orders and, under certain conditions, for referrals to the Skills Bank of the National Urban League.

SECTION III: HEALTH AND WELFARE

The Health and Welfare Department of the League, under the direction of the Associate Director for Health and Welfare, accomplished the following:

Planned, established and initiated a Leadership Training program designed to train fifty - 100 persons in leadership skills during the year 1964.

Established procedures for providing leadership training for more than 150 persons under this program during the next three years.

The Urban League believes that all civic, political and labor organizations, by their activities, help to create a better Newark. By training the leadership in these organizations the League plans to help them operate more effectively and efficiently.

Since every growing community requires trained leaders, the Urban League has initiated this program to select trained, and effectively channeled new leadership into projects that will be of benefit to the total community.

The Urban League's Associate Director, in charge of Health and Welfare, gathered pertinent information and data during the year, and prepared a thirty page document on public assistance operations and procedures in New Jersey.

On the basis of this report, the Associate Director gave expert testimony before the Welfare Investigating Committee of the New Jersey Legislature in Newark on Monday, October 14, 1963. This Committee is popularly known as the Grossi Committee.

The report is currently being edited, condensed, and prepared for publication. When printed, it will be made available to the general public.

The Associate Director provided substantial services to the Oakwood Study Committee of Orange in its planning to meet socio-economic problems created by dislocations of people and institutions as the result of the construction of the East-West Thoroughway through the Oakwood section of the community.

The following four areas constitute the major concern of the Study Committee (1) individual social and welfare services and (2) group social and welfare services (3) the future of Friendship Community House, and (4) health services in the community. Urban League staff members will assist the Study Committee in each of these areas.

Also during the course of the year the Health and Welfare Department of the League planned, established, and initiated, in cooperation with the Essex County Chapter of ADA and the Newark Council of Churches, an Urban Renewal Center in the Central Ward in Newark.

This Center, which is located on Norfolk Street (near South Orange Avenue) will provide a facility in the community where people may come to discuss and get assistance on personal, health, financial or family problems, thereby relieving the League of this responsibility which it has assumed up to now.

Further, during the year, the Health and Welfare Committee of the Urban League planned and organized a Citizens Committee for Voter Registration.

To avoid duplication of the work of other organizations and to increase the effectiveness of such a drive, the Health and Welfare Committee decided to invite other organizations to unite with the Committee and thereby establish an autonomous body that could effectively conduct a non-partisan voter registration drive.

A special project of the Citizens Committee for Voter Registration will be an effort to register Puerto Ricans in the East Ward in the City of Newark. It is the further feeling of the Committee that this project will serve to test techniques conducted by the Committee and clarify the Committee's thinking on methodology.

The League is also proud to announce that during its 1963 operations the agency has established itself as an active and participating member of the Montclair Welfare Council and the Orange Council of Social Agencies.

Also during the period of this report the Associate Director in charge of Health and Welfare Services, assisted in the planning for bringing into the City of Newark a health study which will be conducted by the National Commission on Community Health Services.

The Urban League is committed to participate in this study and through its sub-committee on health, and its professional staff members, will endeavor to interpret the needs of the indigent, and also to serve in an advisory and consultative capacity in bringing to the attention of the National Commission on Community Health Services the health needs of minority group people.

Primarily, through the efforts of the Health and Welfare Committee of the Urban League the Northern New Jersey Medical Association and the Northern New Jersey Dental Association have both agreed to participate in this study and to contribute both time and money in an effort to assure the best possible results.

During the Christmas Holidays, more than 150 families, with from two to seven children each, were amply provided with toys distributed by the Urban League.

The toys were contributed by the Bell Telephone Laboratory at Murray Hill, New Jersey. For more than a decade this activity has been carried on with the League by the employees and Toy Committee of the Laboratory.

Emergency financial assistance to more than 40 families was provided by the League from funds allocated to the League through the Newark Evening News Christmas Fund Campaign. Families receiving such assistance were selected on the basis of need and the ability to use such funds advantageously.

During the course of 1964, at least an additional 40 families will become the beneficiary of such assistance.

At the request of an integrated group of teenagers in Essex County, an Urban League Youth Community was organized late in the year.

The expressed desires of this youth group is to carry on socially useful activities designed to advance the cause of civil rights and equality of opportunity in our area.

Also at the request of the group a member of the Board of Directors of the League has agreed to serve the group as its adult advisor.

Approximately 50 casework clients have sought the services of the League during the course of the year in search of financial assistance, family counseling, or some other form of welfare service.

During the latter part of the year, however, the Associate Director has attempted to discourage further request for services of this nature and has tried to redirect such clients to the appropriate casework agency equipped to meet the needs of such clients for the requested services.

#### SECTION IV: HOUSING

During the course of the year, the Urban League of Essex County, jointly with the New York Metropolitan Regional Office of the American Friends Service Committee, planned, established, and initiated the program of CHOICE (Clearing House: Opportunities for Integrating Community and Environment).

The purpose of CHOICE is to develop open occupancy in housing, (primarily in the suburbs) by uniting the efforts of the Negro and white communities through a program of education and information.

CHOICE does not engage in any real estate operations but does maintain selected lists of available housing and non-white buyers for referral to local fair housing committees.

The responsibility for bringing broker, agent, or owner together with the buyers is the responsibility of the local fair housing committee.

CHOICE is currently housed in the offices of the Urban League and has eight volunteer and one specially trained coordinator to carry out its daily operations.

Servicing 40 local fair housing committees or councils in Bergen, Essex, Hudson, Middlesex, Morris, Passaic, Somerset, and Union Counties, CHOICE, since its initial operating date of October 15, 1963, has developed home listings of over 125, and client listings of more than 87.

During the year the Housing Committee explored the developing of a research design in an effort to determine residential patterns of Negroes in Essex County. When this study is completed it will provide data for Urban League programming and information that will help meet current community needs arising out of dislocations due to urban renewal and urban redevelopment programs in our area.

On October 23, 1963, 42 persons, representing 12 Fair Housing Councils in the Essex-West Hudson area met to decide upon the future position of the group. The group agreed that a council in this area could render a valuable service in coordinating the work of the individual councils and in helping each program to be more effective.

As a result of this meeting, a committee of five, including the Associate Director of the Urban League, was appointed and charged with the responsibility of developing a constitution for an Essex-West Hudson Fair Housing Council. Upon the completion of this constitutional draft, a council will be established, and will be serviced by the staff and Housing Committee of the Urban League.

#### SECTION V: EDUCATION AND YOUTH INCENTIVES

In May of 1963, the Urban League of Essex County planned and conducted for the youth of our area a Career Institute on the South Orange Campus of Seton Hall University with the University as a co-sponsor.

The pre-conference registration indicated that there would be slightly more than 80 young people in attendance. The actual attendance, however, was 55.

Mr. Francis Quillan, a vice president of the Prudential Life Insurance Company, was the keynoter for the conference. The subject of his address was "What Business Demands of Today's Youth".

In June of 1963, the League planned and conducted a "Youth Incentive Program" for young people of Monumental Baptist Church in Jersey City. Approximately 125 persons participated.

The Monumental Baptist Church, with the Reverend Ercell C. Webb as minister, has given significant financial support to the Urban League of Essex County over a period of years.



In cooperation with a young Newark volunteer, Robert Ward, the League has developed a program, plans, and procedures for stimulating and assisting in the personal and vocational rehabilitation of boys released from institutions for delinquent youth. It is hoped that minimum financing to initiate this project can be found early in 1964.

Youth incentive activities in which more than 3,500 youth were directly involved have been conducted by the staff of the League during 1963.

#### SECTION VI: ADMINISTRATION

Because the Urban League of Essex County must work on a rather limited budget, the Executive Director of the Agency, in addition to his normal administrative duties, must also carry some program responsibility.

During the year 1963, therefore, the Executive Director of the League developed a leadership training program based upon a similar program recently conducted by the Washington Urban League in the District of Columbia.

The proposed program will be under the direction of the Associate Director of Health, Welfare, and Housing of the League. If funding can be obtained for this project, additional personnel will be made available to the Associate Director for its operation.

A prospectus for the funding of this project was prepared by the Executive Director in 1963 and submitted to a foundation. It was also submitted to a major New Jersey corporation. The corporation, of course, was fully advised in regard to the foundation request.

The funding request for the leadership training project is in the amount of \$39,000 to cover a three year period at the rate of \$13,000 per year.

Another major programming activity of the Executive Director during the year 1963 was that of a negotiator between the trade unions of the building trades industry and the major civil rights organizations in the city of Newark.

These negotiations were concerned with charges of discrimination against Negro workers by the building trades unions in Essex County.

Despite the fact that negotiations between the two groups have been in process since July of 1963, progress at the end of the year was slow, tortuous, and insubstantial.

REGISTRATIONS, REFERRALS, AND PLACEMENTS  
FOR THE YEARS 1962 AND 1963

DATE	REGISTRATION		REFERRALS		PLACEMENTS	
	1963	1962	1963	1962	1963	1962
JANUARY	23	36	5	21	5	5
FEBRUARY	36	32	3	4	3	0
MARCH	52	52	21	10	9	3
APRIL	52	40	7	9	6	1
MAY	33	40	20	8	8	2
JUNE	200	101	36	0	20	0
JULY	170	66	28	0	21	0
AUGUST	117	33	53	5	21	2
SEPTEMBER	159	39	59	2	24	1
OCTOBER	147	23	40	2	14	1
NOVEMBER	132	17	67	5	7	1
DECEMBER	116	6	43	1	7	1
TOTAL	1,237	485	382	67	145	17